

WILMINGTON LEARNING

COLLABORATIVE

**February 23, 2023
6:00 PM - 8:00 PM**

Attendees: Lincoln Hohler, Superintendent Brandywine; Dan Shelton, Ed.D, Superintendent Christina; Dorrell Green, Superintendent Red Clay; Reverend Shanika Perry, Brandywine Board Member; Alethea Smith-Tucker, Christina Board Member; Adriana Bohm, Ph.D, Red Clay Board Member; Shanette Graham, Christina Parent; Starr Wilson, Brandywine Parent; Jennie Yeow, Red Clay Parent; Janis McElrath, Former Educator; Donald Patton, Mayoral Appointee; Laila Cottoman, Brandywine Student Representative; Sophia Hughes, Red Clay Student Representative

Absent: Taryn Johnson, Christina Student Representative

TOPIC	TIME	NOTES
Welcome/Housekeeping	6:02 pm.	<ul style="list-style-type: none"> ● Rev. Shanika Perry gave Wilmington Learning Collaborative (WLC) overview <ul style="list-style-type: none"> ○ Voluntary collaborative across multiple school districts: Brandywine, Red Clay and Christina. WLC's goal is to improve outcomes for students by empowering educators, school leaders and respective communities. WLC seeks to create a framework for community engagement; impact to improve student achievement and wellness; improve educator retention rates and reduce impact of student mobility and trauma in our area. ● Public meeting being held at a hybrid model with public comment opportunity. ● Rev. Shanika Perry motioned to approve the February 9, 2023 meeting minutes and Dr. Dan Shelton seconded. <ul style="list-style-type: none"> ○ Motion approved ● Public Comment: No one signed up.
Presentations - Project Manager	6:05 p.m.	<ul style="list-style-type: none"> ● Rev. Shanika Perry stated that three (3) vendors will make a presentation to the Wilmington Learning Collaborative (WLC) for the role of project manager. Presentation will be presented in alphabetical order. The first two vendors will present as a collaborative: Delaware State University (DSU) and Empower Schools. ● Introductions of DSU and Empower Schools staff (DSU-Empower Schools Proposal 2/23/23 Proposed Scope 2023)

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- Shelley Rouser (Presenter), Chair of the Education Department of DSU
 - Responsibilities:
- Malik Stewart (Presenter), Director of Empower Schools
 - Responsibilities: landscape analysis - Executive Director selection and support
- Darren Rainey (key player), Program Manager for Retaining Diverse Educators at DSU.
 - Responsibility - educator support
- Srabani Mohanty (key player). Project Manager for Institutional Research Planning & Analytics at DSU .
 - Responsibilities: planning, implementation and budgeting
- Dr. Tina Mitchell (not present)
 - Responsibilities: Program Manager for Program Coordinator
- Rachell Davis, Associate - Empower Schools
 - Responsibilities: Board Support
- Matt Matera, Partner - Empower Schools
 - Responsibilities: governance systems, Executive Director and Board support and landscape analysis
- Focal points of collaborative presentation
 - DSU
 - Early Childhood Innovation Center
 - 60-70% of graduates teach in Delaware schools
 - 35,000 square foot print downtown Wilmington
 - Location for the WLC Executive Director
 - Empower Schools
 - National non-profit
 - Work with communities
 - Work with educators to reimagine - equitable life outcomes for students
 - Pioneer approaches to school improvement
 - Project design
 - Strategic advising
 - Technical assistance
 - Implementation of projects
 - Footprint - 10 different states, 15 empowerment zones, impacting

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		<p>30,000 students (70% economic need and 75% students of color)</p> <ul style="list-style-type: none"> ■ Create outcome focus systems through in-depth segments to tackle a plan for the 30, 60 and 90 day plans for both now and for the future WLC Executive Director. ■ Assist with hiring WLC Executive Director - scouting talent , discuss creating strong talent and diverse talent structures ■ New three (3) track program: equity, literacy and culturally responsive practices ■ Create WLC sustainability politically, transitions of leadership, Council and school districts within WLC. ■ Support key WLC initiatives ■ Local empowerment accountability: create an environment to survive politically, transition of power and school districts ■ Strengthen relationship between DSU, teachers and students through teacher academies, MOU and full tuition (Inspire Scholarship) ■ Establish data communications and reporting systems ■ Creating coaching for leaders and liaisons ■ Projected timeline for proposal (ambitious) <ul style="list-style-type: none"> ○ Shelley Rouser spoke of the DSU budget for the overall project management: \$140,000 DSU and \$120,000 Empower Schools totalling: \$260,000. Curriculum training and other aspects of work are not included in the overall stated costs. ○ Questions/Comments - DSU & Empower Schools presentation <ul style="list-style-type: none"> ■ Alethea Smith-Tucker - complimentary statements ■ Dr. Dan Shelton - needs assessment clarification (when and who will lead work). Shelley Rouser stated the Empower Schools would lead with needs assessment being the foundation, strategic planning while creating a 30, 60 and 90 day in between. ■ Donald Patton requested copies of the presentations <ul style="list-style-type: none"> ● Introductions of The New Teacher Project (TNTP) <ul style="list-style-type: none"> ○ Dr. Jack Perry, partner at TNTP <ul style="list-style-type: none"> ■ Responsibilities: go between TNTP team and the lead client (thought partner) ○ Focal points presentation <ul style="list-style-type: none"> ■ National non-profit founded by teachers ■ Work at all levels of public school system
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		<p style="text-align: center;">proposal.</p> <ul style="list-style-type: none"> ● WLC Council was given an opportunity to discuss. <ul style="list-style-type: none"> ○ Donald Patton has a relationship with all three presenters but feels the collaborative proposal brings an unexpected option (local space) to the equation. ○ Alethea Smith-Tucker echoes Donald Patton’s statements. ○ Sophia Hughes, Red Clay student representative - Cab Calloway School of the Arts, commented that as a Council we need to focus on the present and future goals of the Council. ○ Darrell Green recommended creating a rubric for selection to make sure due diligence has been accomplished and aligns with short and long term Council goals. Donald Patton commented pushing agenda items out is not beneficial for the Council especially since the presentations were good. ○ Dr. Adriana Bohm made a motion to accept the DSU and Empower School collaboration to support the WLC and Janis McElrath seconded. <ul style="list-style-type: none"> ■ Motion approved. ■ Ms. McElrath commented on the definitive dates and times referring to the DSU collaborative presentation. ■ Mr. Lincoln Holm did see that space or location being part of the scope responsibility and not to put too much emphasis on that piece of information. Donald Patton clarified having a location was not part of the proposal, just an added benefit offered by the DSU/Empower Schools collaboration effort. ■ Jennie Yeow stated that the DSU/Empower Schools collaboration was more robust and appreciated the team skills that would be brought together. ● Rev. Shanika Perry stated that the project management contract will be extended to DSU/Empower Schools collaboration. The Council looks forward to working with each of your teams on this partnership. ● Alethea Smith-Tucker referred to another discussion regarding TNTP offering a workshop for parents, teachers, community members and state people at the Wilmington Riverfront. Since TNTP are former teachers, they might assist with the connection aspect for teachers. Rev. Shanika Perry stated that it would be something for the Council liaisons.
Executive Director	7:15 p.m.	<ul style="list-style-type: none"> ● Rev. Shanika Perry stated that the WLC Executive Director has been officially posted. Within 72 hours, four applications have been received and the posting can be found on the

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		<p>Department of Education’s website. The posting will be posted for 30 days but until filled. National posting has not been completed and the Council is researching organizations and websites to post nationally.</p> <ul style="list-style-type: none"> ● Application process: how to review applications. ● Rev. Shanika Perry would like the subgroup committee to come back with recommendations on how to execute and review in a timely manner. Darrell Green inquired about the timeline or is it the Department of Education (DOE) establishing clarity of expectation since local and national posting was not simultaneous. Alethea Smith-Tucker and her subgroup committee will have 30 days to meet and update everyone via email to gather strategy options.
<p>WLC Council Liaisons Introduction of Student Representatives</p>	<p>7:19 p.m.</p>	<ul style="list-style-type: none"> ● Ms. Lavina Jones stated that there was a slight modification to the grade levels: two (2) eleventh graders and one (1) twelfth grader with all three districts being represented. <ul style="list-style-type: none"> ○ Brandywine School District - Laila Cottoman, 11th grader at Mount Pleasant High School, with leadership inside/outside her school. ○ Christina School District - Taryn Johnson, 12th grader at Glasgow High School, accepted to all six top colleges he had applied to. ○ Red Clay School District - Sophia Hughes, 11th grader at Cab Calloway School of the Arts, is Wilmington’s Teen Delaware 2023 with a platform focusing on supporting homeless youth and spreading information about available resources. ● Onboarding will be the WLC Council Liaison’s next steps: meeting between student representatives as well as establishing a mentor from the Council.
<p>Financial Management and Budget Update</p>	<p>7:25 p.m.</p>	<ul style="list-style-type: none"> ● Alethea Smith-Tucker and Jennie Yeow are co-chairing this subgroup committee. <ul style="list-style-type: none"> ○ Met with district Chief Financial Officers (CFOs) and Darrell Green to discuss how the districts can provide support ○ Another meeting with Kim Kline, Department of Education (DOE), is needed to clarify questions that were brought up during the meeting. ○ Chuck Longfellow, Christina School District’s CFO, has agreed to be the interim fiduciary source to establish a checking account and framework for the WLC in order to meet the upcoming financial commitments. ○ Red Clay did also offer their CFO as an interim fiduciary source as well ○ Darrell Green reiterated that there was more in-depth discussion surrounding how the

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		<p style="text-align: center;">State will assist setting up a fiduciary source as the WLC works through their non-profit status.</p>
<p>Bylaws Update</p>	<p>7:29 p.m.</p>	<ul style="list-style-type: none"> ● Dr. Dan Shelton stated that the subgroup committee took a step back on the Bylaws based on comments made at the 2/9/23 WLC Council meeting since there is not an immediate need. ● The subgroup focused on general legal counsel since counsel will be needed for the Executive Director contract and guide Bylaws. Review of recommended legal counsels did occur and was narrowed down to a small grouping. Subgroup is working to meet with the legal counsel teams to introduce and meet which will help the subgroup provide recommendations at an upcoming WLC Council meeting. Goal is to have recommendations within a month.
<p>New Business</p>	<p>7:30 p.m.</p>	<ul style="list-style-type: none"> ● Rev. Shanika Perry referenced the overview documents from the conference Fort Worth, Texas, the Leadership Academy Network as well as the Empower school visits are uploaded as a hyperlink on tonight's agenda. ● Highlights: <ul style="list-style-type: none"> ○ Representatives from three school districts, board members and parent representatives, Department of Education representatives and State of Delaware representatives attended the trip to see what Empower Schools has to offer. WLC can adopt the model but it also showed how very unique to Wilmington based on the three different school districts coming together as one entity. Another difference is the Union participants because Texas is not a unionized state. However, there were similarities such as low income and a transient population. The biggest takeaway was seeing what could happen when teachers are empowered and can utilize their skill sets: unlimited possibilities. The model was secure and had fidelity; however, there was still work to be done and attendees were appreciative of those aspects as well. ○ Partnership between Texas Wesley University which held the staff which served as the liaison for the Fort Worth Independent School district: 6 total schools. The 2017 Texas legislature SB1882 drove the model. School reviews started with an "F" rating but went to an "B" rating. The liaisons and partnerships took care of the operational needs allowing the principal to engage in an instructional coach model: data centered and data driven.

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- Standout was that they had a system where the principal can put their effort back into the teachers to make them better educators. There were tier levels and the teachers did not feel burned out. Students were excited to be a part of this program: teachers and students were happy. Multiple staff in the classrooms interacting on multiple levels. These are aspects that we would like to see implemented in the Wilmington Learning Collaborative.
- Starting salaries were \$62,000 per year in Texas which was astounding and when you reached a Master's level another \$32,000 was added to your salary. Compensation for our educators' needs in Delaware is dismal and while it is a legislative issue, as a Council we could really start to push legislation that will impact educators thus impacting our students. Texas teachers in this program also received stipends for their expertise.
- The consistent use of student performance data in order to stay on top of the day to day.
- Sophia Hughes commented that if the teachers cannot teach the students cannot learn which creates a circle of inefficiency. I really like Texas' methods based on what I have heard. Teachers are 90-95% of a students day and teachers have an impact on our views, future careers and education so it is as important to invest in them as well as the students.
- Teacher residency model: master level program that provides a percentage of the teacher salary. They had 81% teacher retention and a 96% administrator retention. Most of those went through the pipeline: educator master residency, teacher, instructional coach, administrator.
 - Students knew their objectives and knew the skill they were learning. Site words were visible throughout the school. Lesson plans were in QRcodes outside the doors and posted on the walls. Any visitor knew the skill and learning target as well as the students.
- Sarah Hughes commented that knowing the skill and learning target is good because students today are just trying to pass the class.
- Mr. Hughes commented that he is fortunate to be here to support his daughter but unfortunately, some kids do not have that type of support and the male teachers that the Delaware students encounter are really their "fathers". You have to give incentive to bring the

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		<p>heart into the matter which will make a huge difference. Kids are our future and what you put into them is what you will have in the future.</p> <ul style="list-style-type: none">• Alethea Smith-Tucker motioned that the onboarding process for new members be completed by April 15, 2023 and Donald Patton seconded.<ul style="list-style-type: none">○ Motion approved.○ New partnership should be a part of the onboarding discussion.
Adjournment	7:51 p.m.	<ul style="list-style-type: none">• Rev. Shanika Perry motioned to adjourn the meeting and Alethea Smith-Tucker seconded.